

# Tukwila Police Department

## 2018







## Mission Statement

*We, the members of the Tukwila Police Department, are committed to being responsive to our community in the delivery of quality services. We recognize our responsibility to maintain order, while affording dignity and respect to every individual. Our mission is to improve the quality of life for all—through community partnerships and problem solving—to promote safe, secure neighborhoods.*

POLICE

*Leadership Excellence Accountability Dedication*





## CHIEF'S MESSAGE

Honorable Mayor Allan Ekberg,

It is my distinct honor to report to you the achievements of the hard working men and women of the City of Tukwila Police Department. The police department's focus for 2018 has been anchored in a community engagement strategy in which the entire department engaged in several efforts focused on building trust, solving problems and reducing crime.

Our Community Policing Coordinator along with the Community Police Team met with citizens and business groups through the year to address the many problems such as speeding, mail theft and retail theft within our neighborhoods and our central business district. The police department proposed and implemented several strategies focused on mitigating issues brought to our attention. Community issues such as speeding in our neighborhood and arterials along with mail theft and retail theft have been at the forefront.

Adjusting our organizational structure to shift part-time speed reduction in neighborhoods of Tukwila (SPRINT) enforcement to full-time traffic section enforcement, the purchase of additional speed measuring signs along with the proposed automated traffic enforcement proposal will help to mitigate the speeding issues within our city.

The proposed mailbox program once implemented will support our citizens by securing their mail in robust mailboxes preventing further theft of mail.

Communication efforts by the agency Public Information Officer has made an impact when it comes to informing and educating our community, adding to the transparency of our daily work and challenges.

Our Community Police Team has been at the forefront of the homeless engagement strategy. During the year, the team worked closely with internal and external partners on a community caretaking model, focused on leveraging resources while facilitating safety and security for neighborhoods and businesses.

Police Officer training in de-escalation and crisis intervention techniques and legal update training was added to the normal regimen of mandatory annual training requirements. All of our officers undergo Crisis Intervention Training (CIT) training. Prior to upcoming legislative changes requiring de-escalation training, the department researched, programmed and completed de-escalation training for all commissioned officers. My intent is that our commissioned staff receive quality and timely training that has been demanded by the community as we take on the everyday challenges of dealing with the mentally ill.

Law Enforcement recruiting and retention has been challenging for agencies across the country and Washington State has not been exempt to those challenges. As agencies compete to hire from the same recruitment pool, The Tukwila Police Department had to find innovative ways to recruit qualified candidates. As we focused on recruiting new employees while retaining our valued employees, we leveraged a great opportunity to showcase our diversity, thereby attracting candidates who reflect the diversity within our city.

While our staffing is complete, 20% of our new commissioned employees are at various levels of training readiness. We anticipate continued retirements in 2019 and we expect to continue our recruiting efforts. My focus is to maintain the necessary staffing levels to facilitate an adequate level of service in support of our crime reduction strategies.

Technology integration was at the forefront to increase efficiencies throughout the department with the idea that these efficiencies would be passed on to our public. Spillman integration continued through 2018. We continue to migrate data from our legacy Justice system. The agency completed a full transition to Office 365 maximizing powerful tools such as Sharepoint, OneDrive and OneNote which truly leveraged our ability for cross-division and cross-department communications. Another exciting technological integration was the online crime reporting. This program was launched mid-2018 to create efficiencies and free up officer time to conduct proactive policing.

I would like to emphasize that the Police Department continued to be good stewards of our budget and while meeting our fiscal goals, we problem solved with our communities to integrate technology and implemented programs to achieve efficiencies. We did this while conducting an aggressive recruiting effort to achieve the necessary staffing, providing for a safe and inviting community for our residents, businesses and visitors.



*Bruce Linton, Chief of Police  
During 2018 Community Police Academy*

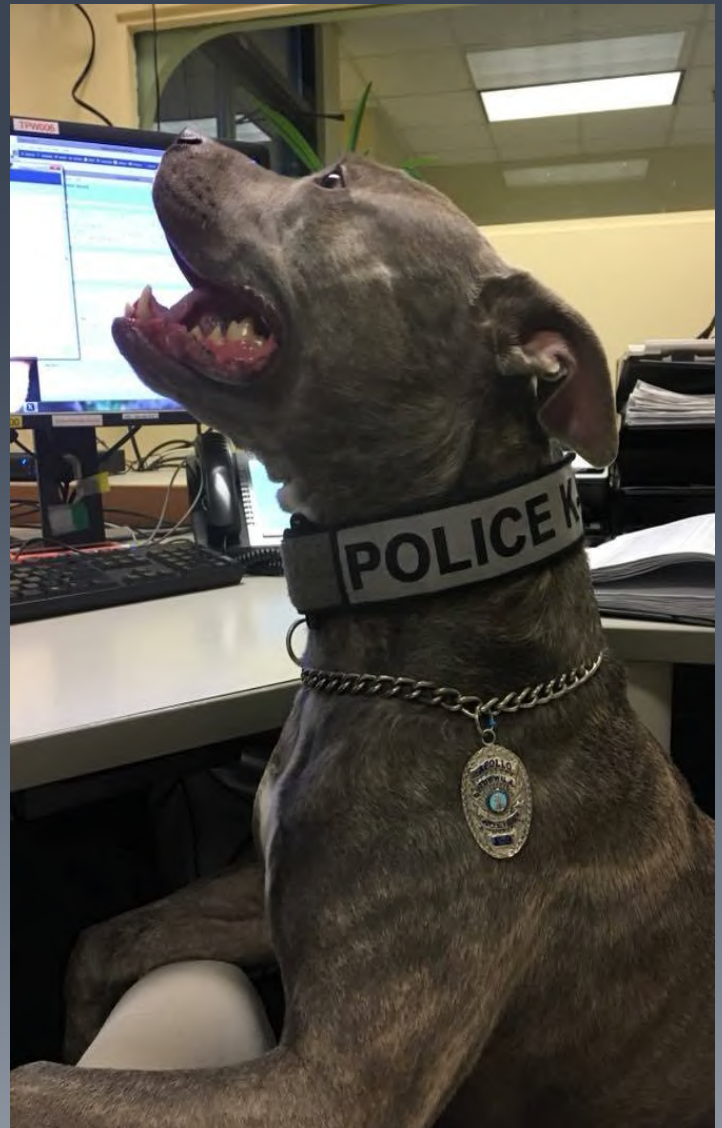


## INVESTIGATIONS DIVISION

During 2018, the Investigations Division was tasked with numerous projects and long-term investigations. The projects were mainly focused on supporting both the police department and City of Tukwila's vision, mission, values, goals and objectives. The key emphasis areas and department goals that are specifically related to the Investigations Division are: improving public safety through crime reduction and prevention, build community trust and legitimacy, increasing community safety, and increasing department-wide communication.

In support of the goals, the Investigations Division personnel conducted specific emphasis activities at both the street level and the regional levels. The Tukwila Anti Crime (TAC) detectives facilitated intra-department communication and relationship building by regularly attending patrol briefings and holding regular unit meetings to share information. One of the ongoing projects was handled by the TAC Team and involved interagency cooperation with federal, state, and other local agencies to locate and arrest those who engage in crimes targeted at our most vulnerable groups of citizens. The team partnered with some local hotels in order to coordinate and facilitate several human trafficking emphasis that resulted in over 15 arrests, the seizure of hundreds of dollars in cash, and, most importantly, recovered one juvenile that was missing. Additionally, resources were provided to those people contacted during the emphases who needed assistance and were willing to accept help to choose a different path in life than one of crime. Additionally, the TAC Team work up cases on several locations where illegal marijuana manufacturing was taking place. The thorough case work and extensive documentation required to obtain the necessary search warrants and seizure notifications show the team commitment to the City of Tukwila goal of developing a positive community identity and image.

Our narcotics detection K-9 team serviced Tukwila and provided mutual aid throughout the region with locating and ultimately seizing over \$500,000 in cash, over two pounds of methamphetamines, nearly two pounds of cocaine, two and a half pounds of heroin, thousands of prescription pills, and numerous pounds of marijuana. They are deploying regularly to external stakeholders to reduce the amount of illegal drugs being distributed across the south King County region.







## INVESTIGATIONS DIVISION



The Major Crimes Unit (MCU) detectives are on-call 24/7 and responded to numerous requests for assistance from the patrol division as well as from other agencies throughout the year. Four of the detectives, including the detective sergeant, are members of a multi-jurisdictional response team that is tasked with responding to fatal and serious injury incidents involving law-enforcement officers. During the year, detectives were called upon to investigate four of these difficult-to-investigate incidents. This type of inter-agency cooperation is critical to maintaining legitimacy and community trust by ensuring an impartial investigation into these most complex cases.

MCU detectives also responded to three homicides during the year. Both of these cases were difficult and time consuming to investigate, but through their perseverance, both cases were solved and filed with the prosecutor's office. MCU detectives also supported the City and department's vision, mission, values, goals, and objectives by attending weekly patrol division briefings, holding regular unit meetings. The formal and informal information sharing (both internally as well as with external stakeholders) is ongoing and will continue to be an emphasis area as we go into 2019.





## PATROL DIVISION







## PATROL DIVISION

This was a challenging year for the Patrol Division, as 10 personnel transitioned out of Patrol. More than 31,000 calls for service were received and nearly 8,400 cases documented. Staffing was augmented from other divisions within the department as we struggled to maintain minimum staffing levels, ensuring prompt and professional law enforcement service within the city. Despite these challenges, we remained focused on reducing crime on the T.I.B. corridor and adjacent neighborhoods. Through partnerships with other divisions within the department and continued communication with other departments within the city, we continuously targeted crime hotspots with a joint approach to resolution.

October marked the one-year anniversary of the fielding of the Axon body-worn camera and in-car camera systems. The systems continue to be a resounding success and improvement over the previous in-car system. Between 2017 and 2018, uses of force dropped from 126 in 2017 to 85 in 2018, a 33 percent reduction. This drop is consistent with the experiences of other departments across the nation following the fielding body-worn cameras to their officers. In June, the department activated an on-line reporting system allowing callers to report only specific crimes that had occurred in the city. The fielding of the on-line reporting system allowed officers to spend additional time in crime hot spots and investigating reported crimes they responded to. From June until the new year, 679 on-line reports were made saving approximately 1,000 hours of officer time. Throughout the year, the Patrol Division partnered with other divisions within the department as a citywide community engagement strategy was fielded. Detectives of the Community Police Team lead the process as members of Patrol, Traffic, Major Crimes, and TAC provided additional support as ongoing or long-term problems within the city were targeted for resolution. This process was aided by the implementation of enhanced internal communication systems establishing a single point of day-to-day communication between the various divisions of the department, the city continuously targeted crime hotspots with a joint approach to resolution.





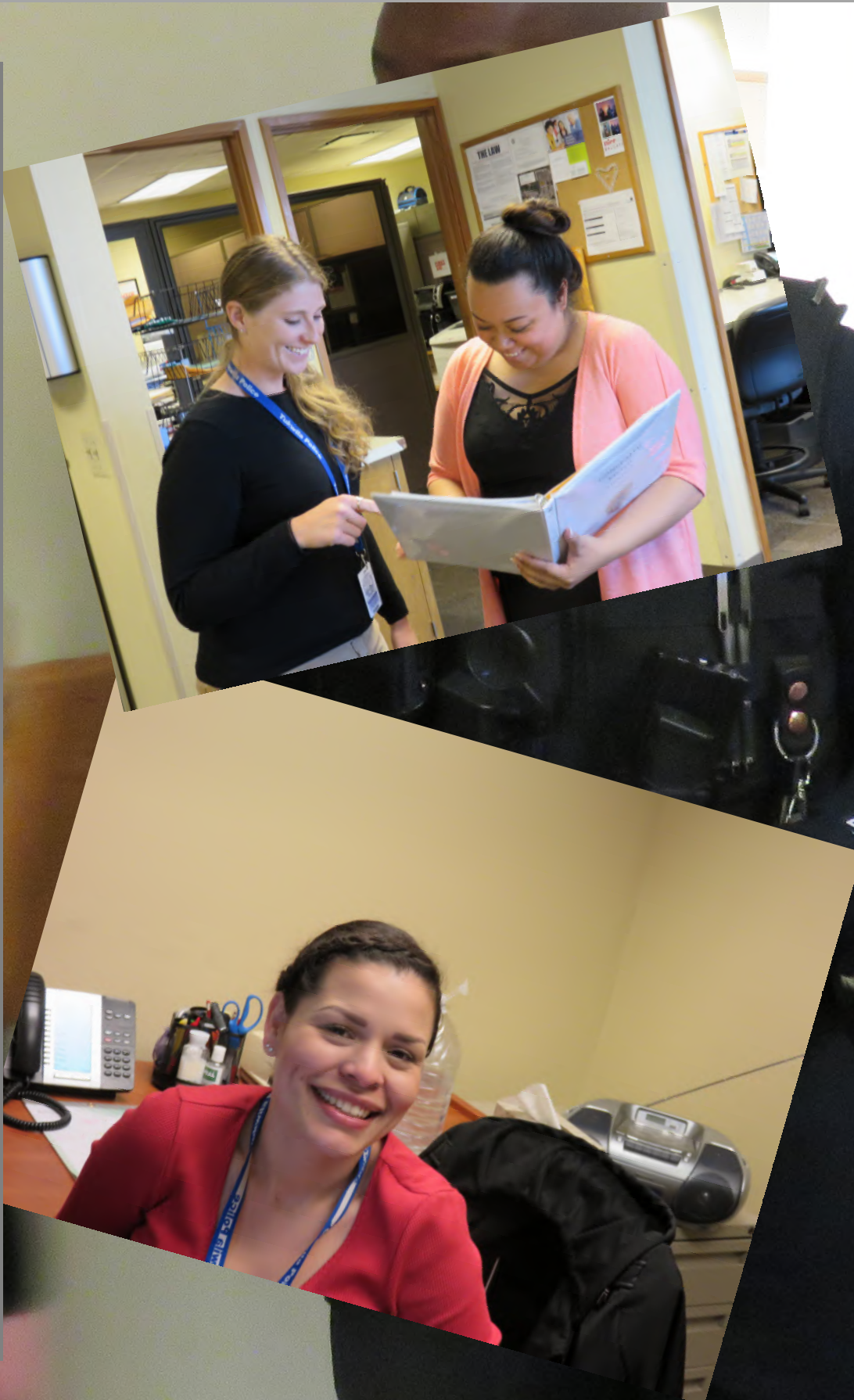


## SUPPORT SERVICES DIVISION

The Support Operations Division consists of a manager, one supervisor, seven records specialists, one evidence technician, one administrative specialist, and one disposition research specialist. The Records Unit processed 8,950 police reports in 2018 and is responsible for records retention along with providing statistical data for the National Incident-Based Reporting System (NIBRS). In addition, they process warrants and court mandated orders. Records staff administered 218 concealed pistol licenses, 270 firearm transfers, and 2 dealer's licenses.

Additional duty of the Support Operations Division is processing public records requests. In 2018, Records staff processed 5,115 records requests. Staff spent approximately 623 hours of time processing requests.

The primary duty of the Evidence Unit is to ensure the proper security and chain of custody for property and evidence items taken in by the Tukwila Police Department. The unit operates within a continuous cycle of receiving, storing, and disposing of items taken into custody. Items are purged as cases are adjudicated, when they are no longer needed as evidence due to expiration of the statute of limitations, or when they are no longer needed to be held per statute (such as found property). In 2018, 3094 items of evidence and property were processed. The Evidence Unit is available 24 hours a day to support the department with crime scene processing, collection of evidence, and any forensic or evidence packaging questions.







## SUPPORT SERVICES DIVISION

### **Support Operations Division goals in 2018**

**Conduct liaison with Technology Services (TS) Department to develop strategies to ensure police department/TS goals are clearly communicated and executed in line with City TS goals.**

- *Progress was made in 2018 towards integrating data from the previous records management system (RMS), Justice, into Spillman. This goal is expected to be complete in early 2019.*
- *Progress was also made in 2018 regarding the complete department training database conversion into Spillman. This is expected to be complete early in 2019.*
- *Online reporting was turned on in June of 2018. After approval by a supervisor, reports made by citizens are automatically imported into the department RMS.*

**Implement and sustain communications strategies to improve internal communication and leader engagement with staff.**

- *The division increased the frequency of monthly unit meetings.*

**Identify relevant law enforcement grants to leverage technological advances, training strategies and make recommendations to the Chief of Police for application.**

- *The grant team continuously reviews grants with the potential that help increase our effectiveness and ability to serve our community. In 2018, the department applied for several grants.*
- *The PD was awarded the JAG Grant for leadership training. Instances across the country have demonstrated that both the police and the public benefit from officers being well versed in the skills associated with de-escalating tense or confrontational situations and avoiding violence. Along with de-escalation training, officers will also be provided with conflict resolution training. Finally, the third piece of the training will be to improve officer resiliency. This is type of training assists officers to deal with the stresses which the job creates in both their professional and personal lives.*





## PROFESSIONAL STANDARDS DIVISION

Washington State

requires that each commissioned officer attend at least 24 hours of in-service training each year. The department far exceeded that requirement. In 2018, three newly-hired officers attended the Washington State Basic Law Enforcement Academy where they received 720 hours of academy training each. The department also hired six lateral officers. The Professional Standards Unit (PSU) is tasked with purchasing equipment and conducting initial training to prepare for field training for the newly-hired officers. The training officer and training sergeant also work together to coordinate training, make travel arrangements, purchase equipment and make sure the department maintains the required number of hours of



training. Officers continuously enforce, interview and respond to the needs of train to maintain weapons interrogation techniques, our community. As a qualifications, overcome SWAT, civil disturbance, crisis department, a total of 5700 physical resistance, and safely communications and hours of training was operate emergency vehicles, intervention, and online crimes completed in 2018. The PSU along with many other courses to name a few. In-house also maintains and updates the to maintain core proficiencies. instructors/trainers continually department Lexipol policy Most officers attend extra attend training to maintain manual. Lexipol provides training to develop and their certifications. This has led updates based on legal maintain expertise in areas of to an extremely well-trained decisions, state and federal law, law enforcement including gang staff that continues to identify and best practices.

*Online reporting was launched on June 1, 2018, to create efficiencies and free up officer time to conduct proactive policing. The system allows victims to make reports online on property or low-level crimes that have little to no suspect information.*





## PROFESSIONAL STANDARDS DIVISION

During 2018, the PSU accomplished several identified goals:

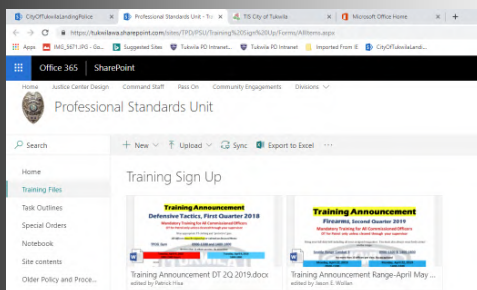


The Administrative Investigations Management (AIM) software went live in April of 2018. AIM provides the police department with a dynamic tool to collect, manage, track, analyze and report on a wide range of data including internal affairs, use of force, pursuits, accidents, and other data related to employee professionalism, performance and productivity. Since going live, we have entered 188 incidents and five investigations into AIM. Incidents include citizen complaints, use of force reports, vehicle pursuits, vehicle collisions, vehicle damage, and employee injuries. Investigations include formal internals, procedural inquiries, and supervisory reviews. All of these records are now stored electronically and allow the department to analyze statistics, recognize patterns, and adjust training to reduce complaints.

The online reporting (through LexisNexis) was launched on June 1, 2018, to create efficiencies and free up officer time to conduct proactive policing. The system allows victims to make reports online on property or low-level crimes that have little to no suspect information. The types of crimes that can be reported are vehicle prowling, vandalism, identity theft, non-injury hit and run, shoplifting, theft, theft from vehicle, mail theft, lost property, and harassing phone calls. Since launching, the department approved 617 online case reports, which is 13% of the total case reports generated department-wide. Each report would take an officer about one hour to complete including driving to and from the location. The online reporting system saved approximately 617 hours of officers' time to conduct proactive patrols city-wide.



### Tukwila Police Department Online Reporting System



Online sign-up for training was developed utilizing SharePoint and Office 365. It allows employees to sign up electronically from either their work stations or offsite. Prior to this technology, all department training was posted on a piece of paper posted on the bulletin board for everyone to sign up.

New training strategies/content was integrated as part of the annual in-service training, with WCIA covering up to \$4,000 for trainings for officer education and training pillar of 21<sup>st</sup> Century Policing. De-escalation training is a new topic in law enforcement and very important skill to learn. The department hired Dolan Consulting Group to provide an 8 hour de-escalation training class in the summer of 2018. All sworn personnel from the Tukwila Police Department, as well as officers and command level personnel from several other departments attended the training. Planning has begun in 2018 to create our own de-escalation training that includes scenario-based training. In April of 2018, the department also brought in an attorney to provide legal update training. The focus of the training was auto stops and Terry stops. WCIA covered 50% of the costs of the training.







## SPECIAL OPERATIONS DIVISION

In 2018, the Community Policing Team (CPT) focused on goals such as the development and implantation of an overall community engagement strategy for the entire department focused on Trust and legitimacy.

To accomplish this goal, under the direction of Sergeant Zach Anderson, the CPT developed department-wide community teams based on district. Training was provided to the department. These teams communicate on Sharepoint. The district teams were led by CPT members. Several community meetings were conducted over the year with community groups and neighborhood watch groups. In those meetings, issues were identified and prioritized. The CPT was in attendance as well as officers from the respective district teams. Through collaborative efforts with the community and the police department, many issues were addressed and communication between the community and the department were increased.

The focus of the Community Liaison team has partially shifted to issues surrounding homelessness in the city. A Homeless Task Force was

developed to proactively address the issues. The task force is made up of individuals from city departments such as Human Services, Parks Department, Public Works and Code Enforcement. Representatives from Riverton Methodist Church, King County Mental Health, Catholic Community Service and others were also involved. The purpose of this group is to develop practical solutions to homeless issues. The Community Liaison Officer contacted individuals in identified homeless camps and offered services. As a result, several individuals were placed in permanent housing. If services were rejected, arrangements were made with Public Works to clean up the camp.

In 2018, issues related to homelessness were also discussed with the Riverton View Methodist Church and Church by the Side of the Road. The team focused a significant amount of time addressing homeless issues and were able to support several individuals in need by leveraging outside resources focused on homeless outreach.

The community liaison team also interacted with several

community ethnic groups such as the Bhutanese, and Hispanic, and East African communities to address concerns regarding the police and their community. They worked closely with the International Rescue Committee to help refugees adjust to their new home. Officers taught orientation courses on what to expect from law enforcement and assisted with summer and after school programs for youth.

The team also worked with state and federal entities to discuss security issues with various houses of worship in the Tukwila area. Members of religious organizations met with Department of Homeland Security, The US District Attorney's Office, and the FBI to discuss the issues.

The Tukwila Police School Resource Officer (SRO) worked to increase communication and build our partnership with the youth and the Tukwila School District. The SRO conducted the annual Bulldog academy to educate and interact with the students in the schools.







## SPECIAL OPERATIONS DIVISION



The main goal for the Tukwila Traffic Unit was to conduct traffic enforcement strategies in problem traffic areas to facilitate measured and timely responses to complaints. The Traffic Unit is responsible for traffic safety and enforcement in the city, the investigation of major traffic collisions, and criminal traffic investigations. It consists of two motorcycle officers and a sergeant. Two additional motorcycle officers were added as part of the Speed Reduction In Tukwila Neighborhoods Team (SPRINT) to focus on residential speed enforcement. These additional officers remain assigned to patrol but conduct high visibility enforcement when patrol staffing allows. The Traffic Unit has been involved in several high visibility emphasis patrols including: Click-it-or-Ticket, DUI, Motorcycle Safety, Racer Patrol, and Distracted Driving as part of a regional effort to increase traffic safety in our region. They also were involved with community discussions to identify problem areas. The Traffic unit worked with public works to post signage in problem areas to reduce traffic issues.







## PROMOTION—RECOGNITION



*Sergeant Kraig Boyd was promoted to the rank of Commander on 5/1/18.*



*Commander Eric Drever was promoted to the rank of Deputy Chief on 9/1/18*

### Distinguished Service Medals—30 Years Service

*Detective Ron Corrigan*

*Detective Gary Koutouvidis*

*Investigations Records Specialist Trish Lawrence*

### Distinguished Service Medals—20 Years of Service

*Sergeant Mike Murphy*

*Detective Larry Hann*

*Sergeant Rory Mettlin*

### Meritorious Service Medal

*Commander Eric Drever*

### Leadership Award

*Officer Brent Frank*

### Life Saving Medal

*Officer Patrick Hisa*

*Officer Isaiah Harris*





## RECOGNITION



### Employee Of The Year

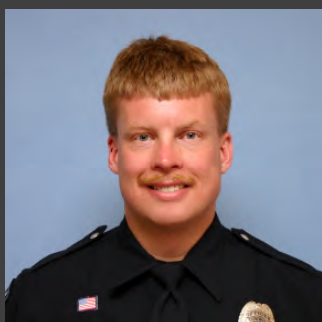
*Eric Hines  
Officer*



*Phil Glover  
Detective*

### Employees Of The First Quarter

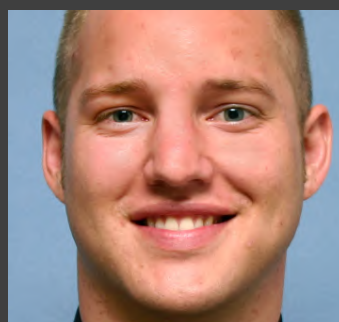
*Steve Donnelly  
Detective*



*Eric Hines  
Officer*

### Employees Of The Second Quarter

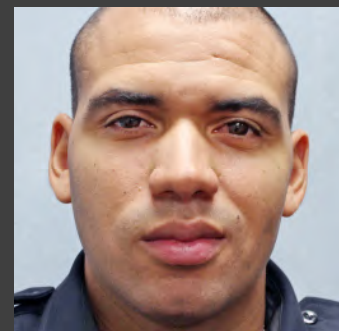
*Zach Anderson  
Sergeant*



*Chris Dunn  
Records Specialist*

### Employees Of The Third Quarter

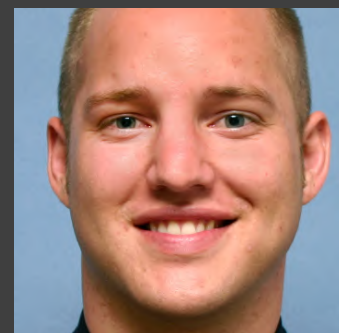
*Isaiah Harris  
Officer*



*Rory Mettlin  
Sergeant*

### Employees Of The Fourth Quarter

*Zach Anderson  
Sergeant*







## STATISTICS

### CRIME IN TUKWILA

	2018	2017	2016	2015	2014
Population	20,144	19,107	19,205	19,920	19,765
Calls For Service	31,266	30,691	31,289	30,524	29,840
Violent Crime					
Murder	3	0		1	1
Rape	27	28	30	20	8
Robbery	74	77	85	62	80
Aggravated Assault	59	66	78	79	97
TOTALS	163	171	194	162	186
Property Crime					
Arson	4	7	5	4	8
Burglary	255	192	207	211	249
Theft	2,604	2,461	2,539	2,884	2,674
Auto Thefts	559	478	531	457	471
TOTALS	3,422	3,138	3,282	3,556	3,402
Total Part 1 Crime	3,585	3,309	3,476	3,718	3,588

### COMPARATIVE TOTALS WITH 3- YEAR COMPARISON

	2018	2017	2016
Population	20,144	19,107	19,205
Budget	17,966,627	17,481,118	17,855,697
Police Staff:			
Commissioned	78	79	79
Non-Commissioned	19	18	18
Calls For Service	31,266	30,691	31,289
Part 1 Crime	3,585	3,309	3,476
Traffic Citations/Infractions Issued	1,486	2,637	3,222
Reported Vehicle Accidents:			
Injury	177	171	204
Fatal	2	1	1
Non-Injury (not including hit-and-run)	446	514	510
Injury hit-and-run	13	24	24
TOTALS	638	710	739





## BUDGET

Expenditures	2016 Expenses	2017 Expenses	2018 Expenses
Police Operations	\$ 15,421,819	\$ 14,805,332	\$ 15,155,622
Jail	\$ 1,310,736	\$ 1,466,963	\$ 1,579,506
Dispatch	\$ 1,015,006	\$ 1,096,931	\$ 1,131,133
King County Animal Control Services	\$ 108,136	\$ 111,892	\$ 100,365
<b>Total Expenditures</b>	<b>\$ 17,855,697</b>	<b>\$ 17,481,118</b>	<b>\$ 17,966,627</b>

Revenue Category	2016 Revenue	2017 Revenue	2018 Revenue
Contracted Services	\$ 472,815	\$ 343,257	\$ 289,770
Grants	\$ 314,470	\$ 462,459	\$ 272,979
Response Generated	\$ 236,364	\$ 236,808	\$ 185,970
<b>Total Revenues</b>	<b>\$ 1,023,649</b>	<b>\$ 1,042,524</b>	<b>\$ 748,719</b>

ANNUAL BUDGET FIGURES			
Budget Category	2016 Budget	2017 Budget	2018 Budget
Police Operations	\$ 16,248,951	\$ 15,556,968	\$ 15,804,875
Jail	\$ 1,494,650	\$ 1,484,914	\$ 1,633,405
Dispatch	\$ 963,661	\$ 1,127,358	\$ 1,168,917
King County Animal Control Services	\$ 82,500	\$ 118,852	\$ 118,852
<b>Total Budget (all Post Amendment)</b>	<b>\$ 18,789,762</b>	<b>\$ 18,288,092</b>	<b>\$ 18,726,049</b>





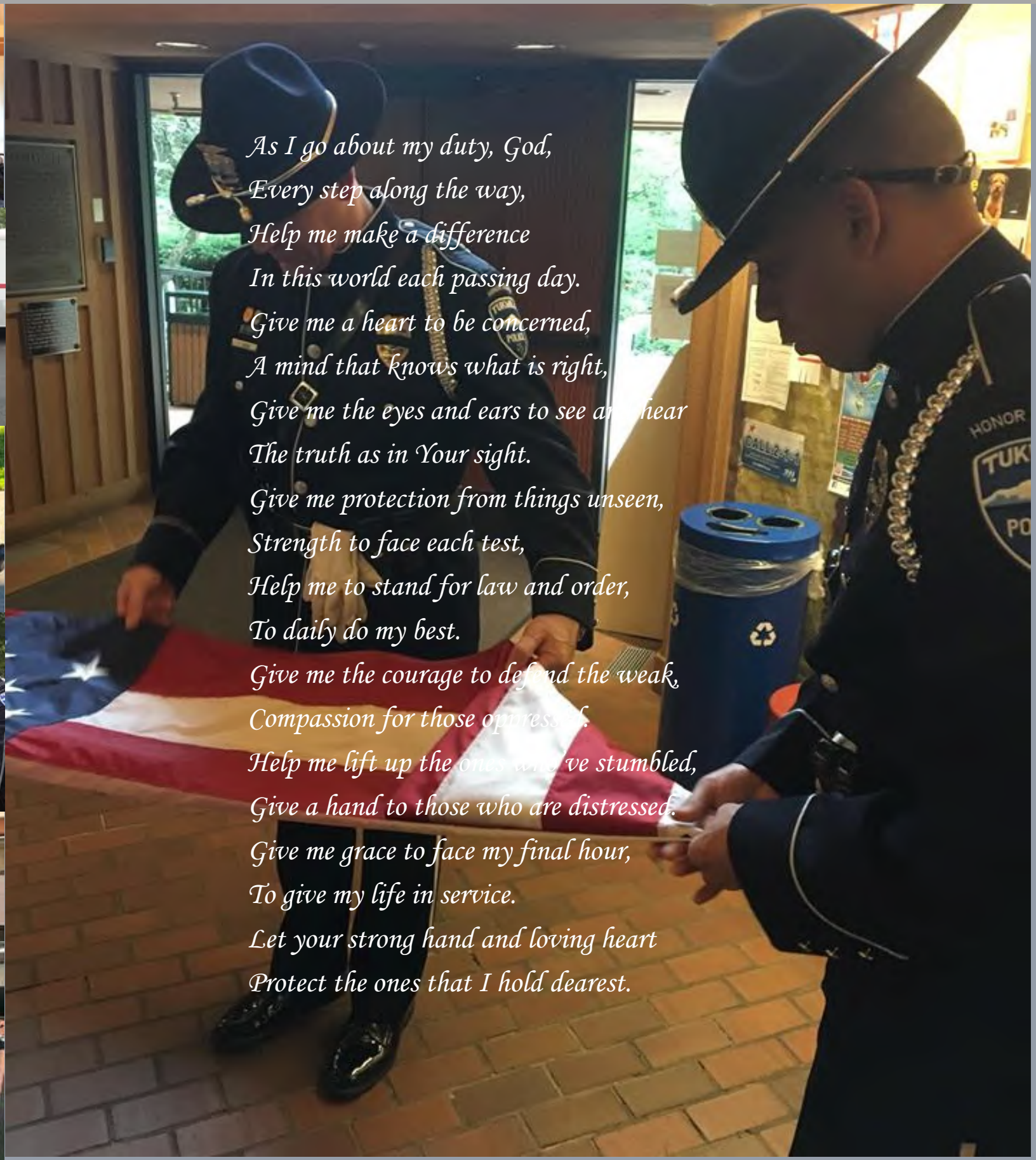
## YEAR IN REVIEW







## POLICE OFFICERS' PRAYER

A photograph of two police officers in uniform, wearing dark blue uniforms and hats, holding an American flag. They are standing in front of a brick wall. The officer on the right is wearing glasses and has a "HONOR" patch on his sleeve. The officer on the left is wearing a "TUKWILA" patch on his sleeve. The background shows a brick wall and a blue recycling bin.

*As I go about my duty, God,  
Every step along the way,  
Help me make a difference  
In this world each passing day.  
Give me a heart to be concerned,  
A mind that knows what is right,  
Give me the eyes and ears to see and hear  
The truth as in Your sight.  
Give me protection from things unseen,  
Strength to face each test,  
Help me to stand for law and order,  
To daily do my best.  
Give me the courage to defend the weak,  
Compassion for those oppressed.  
Help me lift up the ones who've stumbled,  
Give a hand to those who are distressed.  
Give me grace to face my final hour,  
To give my life in service.  
Let your strong hand and loving heart  
Protect the ones that I hold dearest.*



### 2018 Tukwila City Council

Verna Seal, Council President  
Dennis Robertson, Councilmember  
Kathy Hougardy, Councilmember  
De'Sean Quinn, Councilmember  
Kate Kruller, Councilmember  
Thomas McLeod, Councilmember  
Zak Idan, Councilmember



### Tukwila City Administration

Allan Ekberg, Mayor  
David Cline, City Administrator

### Tukwila Police Department Administration

Bruce Linton, Chief of Police  
Phi Huynh, Assistant To The Chief  
Eric Drever, Deputy Chief  
Jon Harrison, Commander  
Todd Rossi, Commander  
Eric Lund, Commander  
Kraig Boyd, Commander  
Leon Richardson, Records Manager